

Basic Information

Firm-Wide
Organization Size: 709
Office Size: 841
Hiring Attorney:
Ms. Kate Heitzenrater
(Chair)
Hiring Attorney #2:
Mr. Sean McConnell (Vice
Chair)
Recruiting Contact:
Ms. Marianna Del Raso
Legal Recruitment Specialist
Duane Morris Plaza
30 South 17th Street
Philadelphia, Pennsylvania (PA)
19103-4196
United States
Phone: 215-979-1216
mdelraso@duanemorris.com

Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 175,000-205,000--2023

Summer Compensation

2023 compensation for Post-3Ls (\$/week)
2023 compensation for 2Ls (\$/week) 3,365-3,942
2023 compensation for 1Ls(\$/week) 3,462

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
How many years is the non-equity track? 8
How many years is the equity track? CBC

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	276	136	188	8	9
	Women	94	139	62	13	17
	Non-binary	0	0	0	0	UNK
	Total	370	275	250	21	26
Latinx	Men	11	11	7	0	UNK
	Women	7	12	2	0	UNK
	Non-binary	0	0	0	0	UNK
White	Men	238	98	165	7	UNK
	Women	66	103	51	11	UNK
	Non-binary	0	0	0	0	UNK
Black or African American	Men	7	4	6	0	UNK
	Women	1	4	1	1	UNK
	Non-binary	0	0	0	0	UNK
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
Asian	Men	11	12	5	1	UNK
	Women	13	18	3	1	UNK
	Non-binary	0	0	0	0	UNK
Native American or Alaska Native	Men	1	0	0	0	UNK
	Women	1	0	1	0	UNK
	Non-binary	0	0	0	0	UNK
2 or More Races	Men	3	5	0	0	UNK
	Women	4	8	2	0	UNK
	Non-binary	0	0	0	0	UNK
Persons with Disabilities	Men	2	10	3	0	UNK
	Women	0	4	2	0	UNK
	Non-binary	0	0	0	0	UNK
LGBTQ	Men	8	7	3	0	UNK
	Women	3	7	1	0	UNK
	Non-binary	0	0	0	0	UNK
Veteran	Men	6	7	14	0	UNK
	Women	0	1	0	0	UNK
	Non-binary	0	0	0	0	UNK

Pro Bono/Public Interest

Katharyn Voit, Esq.
Pro Bono Counsel
215-979-1879
KVoit@duanemorris.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year 2.7%

Average Hours per Attorney last year 37 hours/attorney (firmwide)

Percent of associates participating last year 97%

Percent of partners participating last year 95%

Percent of other lawyers participating last year NA (we include Special Counsel with Associates because they get same number of hours billable credit for pro bono)

Professional Development

Evaluations Annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No

Rotation for junior associates between departments/practice groups? No

Is rotation mandatory? No

Does your organization have a dedicated professional development staff? Yes

Does your organization have a coaching/mentoring program Yes

Does your organization give billable hours credit for training time? No

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	22	19	13	11	18
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	24	0	33	0	TBD
Lateral Associates	56	0	60	0	TBD
All Other Laterals (non-traditional track)	0	0	12	0	TBD
Post-Clerkship	1	1	2	2	5
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	1	0	0	0	0
2Ls	11	1	13	2	24
1Ls	2	0	2	0	2

Number of 2022 Summer 2Ls considered for associate offers 13

Number of offers made to summer 2L associates 13

General Hiring Criteria Superior academic achievement, law school activities, job experience, communication skills, leadership and extracurricular activities.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Business Reorganization	15	4	7	1	0
Business, Corporate	Corporate	69	41	45	4	0
Labor and Employment	Employment, Labor, Benefits & Immigration	42	35	36	1	0
Business, Corporate	Health Law	4	13	7	0	0

Intellectual Property	Intellectual Property	57	20	29	0	1
Litigation	Litigation	142	95	137	6	10
Trusts and Estates	Private Client Services	11	14	6	0	0
Real Estate, Land Use	Real Estate	26	18	7	1	0

Diversity & Inclusion

Diversity Contact: Ms. Umica Anderson-Howard

Diversity Website/URL: <http://www.duanemorris.com/site/diversity.html>

Organization Narrative

Duane Morris LLP, a law firm with more than 900 attorneys in offices across the United States and internationally, is asked by a broad array of clients to provide innovative solutions to today's legal and business challenges. Duane Morris, an AmLaw 100 law firm, is regularly ranked in the BTI Client Service 30 as an elite firm serving the Fortune 1000 and large private clients. Evolving from a partnership of prominent lawyers in Philadelphia over a century ago, Duane Morris' modern organization stretches from the U.S. to Europe and across Asia. Throughout this global expansion, Duane Morris has remained committed to preserving its collegial, collaborative culture that has attracted many talented attorneys. The firm's leadership, and outside observers like the Harvard Business School, believe this culture is truly unique among large law firms and helps account for the firm continuing to prosper throughout changing economic and industry conditions. Duane Morris is considered a pioneer in law firm diversity, equity and inclusion efforts. The firm has achieved Mansfield Certification Plus status, a 100 percent rating from the Human Rights Campaign Foundation's Corporate Equality Index and is repeatedly ranked one of the best law firms for women. Duane Morris is dedicated to the professional development of its attorneys with focused efforts, including mentoring relationships, formal training and networking retreats.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

For more details, visit www.nalpdirectory.com

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